



STATE OF NORTH CAROLINA
DEPARTMENT OF CRIME CONTROL AND PUBLIC SAFETY
JOINT FORCE HEADQUARTERS
NORTH CAROLINA NATIONAL GUARD



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21 November 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: North Carolina National Guard Climate Survey Results

1. The 2005 North Carolina National Guard Climate Survey ran from 20 June – 1 September 2005. The results of the 8,683 participants have been analyzed and a brief overview is provided in this memorandum. As leaders of the North Carolina National Guard, we share a commitment to continually seek improvement. The survey results give us targets for improvement from the people who know best – our Soldiers and Airmen. It is my intent for every leader in our organization to brief these results to their members and then translate that information into action to enhance satisfaction, performance, and retention at every level.

2. The survey collected data in the following areas: training, communication, administrative support, employer support, family support, leadership/leadership practices, mobilization, promotion system, satisfaction/morale, retention, alcohol/drug, and Equal Opportunity. Survey participants answered questions on a five-point scale that ranged from “Strongly Disagree” to “Strongly Agree”.

3. The survey highlighted the following strengths for the North Carolina National Guard.

a. Mobilization: 90% of all Soldiers and Airmen agreed that if they were mobilized, they could perform their job in a combat environment.

b. Employer/Family Support: 81% agreed that their spouse understands and appreciates what they do in the Guard. 88% of the respondents agreed that they understood the Employer Support of the Guard and Reserve (ESGR) program.

c. Leadership: 84% of our members agreed that the Non-Commissioned Officers in their unit treat them with respect.

d. Administrative Support: 75% expressed satisfaction with the processing of their financial payments, while only 60% expressed satisfaction with processing of personnel actions (transfers, promotions, awards, etc.).

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e. Communication: 74% agreed that their unit adequately provides information reference future drill weekends.

f. Satisfaction/Morale: 73% responded in agreement that overall they were satisfied with their experience in the North Carolina National Guard.

4. The following challenge areas were highlighted in the survey.

a. Leadership Practices: 50% of the respondents perceive that rewards and punishments are fairly administered. 62% perceived that personnel evaluations are effective, but only 49% agreed that the evaluations are done correctly and on time. Additionally, 46% agreed that they were properly prepared for their future assignments, while 40% agreed that the enlisted promotion system is fairly administered.

b. Employer/Family Support: 54% were convinced that upon deployment their family's needs could be met by the family readiness group system.

c. Equal Opportunity: Perceived differences exist regarding race and gender. The greatest differences are seen in the way differing races and genders perceive fair treatment by the chain of command and other unit members. For example, females reported 53% agreement that gender was not a factor in fair treatment, while 72% of males agreed that gender was not a factor. In terms of diversity, 47% of African Americans and Asian/Pacific Islanders reported that race was not a factor in fair treatment as compared to 82% Caucasian agreement.

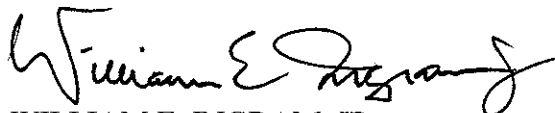
d. Retention: The survey highlighted that about 1 in 4 first term enlistment Soldiers and Airmen do not plan to reenlist.

e. Training: 57% agreed that training is well planned, challenging, and interesting.

5. Thank you again for taking the time to participate in this survey. Your participation is crucial and your candid responses help our leaders address the concerns of our Soldiers and Airmen. We will continue to inform each of you on the actions developed to address our challenges.

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